

# Army ORSA Competency Map



## WHAT ORSA NEEDS TO BE:

## WHAT ORSA NEEDS TO KNOW:

## WHAT ORSA NEEDS TO DO:

Competency														
UNIVERSAL COMPETENCIES		KNOWLEDGE COMPETENCIES							OPERATING COMPETENCIES					
VALUES	ATTRIBUTES	ARMY OPNS	JOINT OPNS	OPNL ENVIRONMENT	BC/C4ISR	ROLE OF ORSA	METHODS/ TOOLS	LEADER SKILLS	LEAD ANALYSIS	PLAN ANALYSIS	EXECUTE ANALYSIS	COMMUNICATE ANALYSIS	DEVELOP PROFESSIONALLY	IMPROVE OPERATIONS
SKILL SETS														
REQUIREMENTS														
Duty	Mental: • Will • Self Discipline • Initiative • Judgment • Confidence • Intelligence • Cultural Awareness  Physical: • Health Fitness • Physical Fitness • Stamina • Military bearing • Professional bearing  Emotional: Self Control Balance Stability	Army current forces, O&O, and capabilities	National Military Strategy (NMS)	Globalization concept, issues and implications	Battle Command concepts/doctrine	Army/Joint ORSA organizations' missions and functions	Math and statistics	Interpersonal: •Communication •Empathy  Conceptual: •Critical thinking •Creative thinking  Team Leading: •Ethics •Team formation •Vision •Guidance •Collaboration •Motivation •Risk assessment •Supervision	Build and develop an analysis team	Define the analysis context	Manage analysis process	Determine communication requirements	Master ORSA skills across broad range	Apply analytic lessons learned
Integrity		Army future forces, O&O, and capabilities	National Security Strategy (NSS)	World wide regional threats (COE)	Military Decision Making Process	Army Study Program procedures	Models and simulations		Manage resources	Formulate the analysis problem	Execute data collection	Produce effective analysis products	Improve leader skills	Improve communication with other ORSA organizations
Honor		Army Transformation concepts and DOTMLPF implications	Joint operational concepts	Capabilities-based threats	Army Battle Command System (ABCS)	PPBES	Database concepts and tools		Communicate with stakeholders	Identify influencing factors	Apply models/tools	Infer causal relationships	Present effective briefings	Improve communication with stakeholders
Loyalty		Army Transformation Campaign Plan	Joint transformation strategies/plans		Joint C4ISR systems	Joint concept development and experimentation process	Data collection methods and tools		Determine the sponsor's situation	Develop EEAs	Develop individual findings, insights, or conclusions	Perform integration analysis		Improve joint application of Army analysis
Selfless Service		How the Army Runs			Digitization initiatives and implications	Value of ORSA in a military context	Analytic methodologies		Provide intent and guidance to the team	Develop MoMs	Develop analysis, study, or data plan	Form final findings, insights, conclusions, or recommendations		
Respect							Influence team to accomplish mission	Identify data collection reqmts	Manage risk during analysis execution					
Personal Courage							Make decisions at appropriate level	Perform integration analysis						
							Evaluate team performance	Form final findings, insights, conclusions, or recommendations						
							Apply ethical thinking to the analysis process	Manage risk during analysis execution						
								Modify plans as necessary						